

Crime Victims Needs Assessment

Prepared for

**The Wisconsin Department of Justice
Office of Crime Victim Services**

and

Citizens of Judicial District 5

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Introduction

In 2005 the Wisconsin Department of Justice, Office of Crime Victim Services began a journey to develop a Crime Victim Needs Assessment process to document all crime-related services across the State of Wisconsin and to understand the needs of counties and tribal communities. The goal is to document crime victims' unmet needs and communities' priorities related to crime victim services. As such, this project:

- ✓ Gathers comprehensive/consistent information from Wisconsin counties and tribes
- ✓ Assists communities to collaboratively set priorities
- ✓ Disseminates results in user-friendly format
- ✓ Reflects viewpoints of crime victims

In 2006 World Bridge Research began assisting the Department of Justice with this Crime Victim Needs Assessment effort using an approach called Participatory Action Research (PAR). PAR was developed in contrast to conventional research approaches. PAR is characterized by having three primary components: 1) an iterative process for conducting research that includes reflection and action; 2) having community members and stakeholders involved with the research process; and 3) using findings to promote positive community change. These three approaches are interwoven throughout the project design and provide for a richer and more culturally sensitive assessment than a researcher directed traditional approach. Essentially PAR is research which involves all relevant parties in actively examining together current action (which they experience as problematic) in order to change and improve it.

Essentially Participatory Action Research (PAR) is research which involves all relevant parties in actively examining together current action (which they experience as problematic) in order to change and improve it.

To document all crime-related services and unmet needs across Wisconsin, the Needs Assessment project began by interviewing key informants (victim/witness specialists/coordinators, law enforcement agencies [county and municipal], community service providers and representatives from local departments of human services) in each county and tribal community. Appointments were made with individuals and groups to ask them questions about:

- ✓ Community composition
- ✓ Services available to victims of crime
- ✓ Community assets
- ✓ Unmet needs of crime victims
- ✓ The underserved
- ✓ Crime trends
- ✓ Victim rights
- ✓ Innovative programs

Key informants were also asked to fill out a questionnaire about unmet needs at the end of the interview. The survey and interview questions shared some similar topics with the interviews providing an opportunity for the research team to learn the insights and reasons behind interviewees' perspectives. A second round of key informant interviews were held with named victim service agencies and other agencies or groups providing victim services programming that were deemed innovative and not known by victim service grant makers.

To build upon the iterative process for assessment and action, findings from the key informant interviews and surveys were presented at the District 5 Priority Setting meetings on December 11, 2007 and March 5, 2008. The meeting featured two parts – reflection and discussion about the findings from the interviews and surveys followed by a consensus building method using group participation technologies to identify recommendations for funding priorities for crime victim services needs and gaps. Due to inclement weather the December meeting ended prior to completion of the second part.

The three initial steps – interviews and surveys, district meeting and on-line survey – are summarized in this report.

In a final step for the district, the emerging recommendations were incorporated into an internet based survey tool which sought to prioritize the recommendations. Interviewed key informants, participants of the district meeting and all other known service providers in the district were asked to complete the survey.

The three initial steps – interviews and surveys, district meeting and on-line survey – are summarized in this report.

These key informant interviews and surveys are to be rounded out with interviews and focus groups with victims/survivors of crime, members of underserved communities and representatives of statewide organizations. Also, an advisory group of victims, former victims and survivors from across the state oversees various aspects of the Needs Assessment's implementation.

Summary

Judicial District 5 is made of the following Wisconsin counties: Dane, Green, Lafayette, and Rock. Every county in the district was represented in the needs assessment process with 19 individuals interviewed, 19 surveyed, 21 participating at the Judicial District 5 Priority Setting Meetings and nine responding to the follow-up online survey.

The following summaries were created from the key informant interviews and surveys collected in Judicial District 5.

Crime trends:

- ✓ Drugs, gangs and alcohol use
- ✓ Crimes against the elderly
- ✓ Interpersonal crimes

Assets - commonly referred to services:

- ✓ Transitional housing programs
- ✓ Homeless programs
- ✓ Mental health services
- ✓ Alcohol and drug services
- ✓ Child protection services
- ✓ Victim witness programs
- ✓ Shelters for domestic abuse
- ✓ Sexual assault advocates
- ✓ Churches

Underserved crime victims:

- ✓ Non-English speaking victims of crime
- ✓ Teens
- ✓ The Amish

Surveys identified:

- ✓ Latino victims of crime
- ✓ Victims with mental health issues
- ✓ Victims with developmental disabilities
- ✓ Elderly victims of crime

Existing innovative services:

- ✓ Joining Forces for Families – low-income family stability and self sufficiency program
- ✓ Police/Latino community partnership
- ✓ Mental health response team
- ✓ Child advocacy centers

Programs on key informants' "wishlist" include:*

1. Emergency housing for elderly
2. Prevention programs
3. More mental health, alcohol and drug programs
4. Suicide prevention programs
5. Internet crime prevention programs
6. More crime scene investigators
7. Law enforcement training on victim rights
8. Transportation
9. Juvenile detention center
10. Parenting programs
11. Sexual assault services

* The "wishlist" of services includes some programs also listed as commonly referred to assets. This occurs because programs can exist in one community in the district as an asset but not be available in another community thus making it a wished for service.

At the district meeting, participants reflected on the above findings and used a consensus process to answer the question "What are our recommendations for 2008 funding priorities for victim services?" In a follow-up online survey District residents were asked to prioritize the recommendations. The ranked recommendations were:

1. Immediate Basic Needs for Victims and Their Families
2. Staffing to Meet All Victim Needs
3. Increased Trauma Informed Mental Health Services
4. Expanded/ Accessible Service
5. Youth Prevention and Intervention Programs
6. Develop, Recruit and Retain Staff of Color and Diverse Backgrounds
7. Victims Rights within the Judicial System
8. Crime Prevention and Education
9. Provide Integrated, Holistic Services to Victims
10. High Quality, Affordable & Accessible Child Care



A complete depiction of the ideas and victim needs that make up each funding recommendation can be found on page 17.

Findings from Key Informant Interviews

Key informants from Judicial District 5 representing victim/witness specialists/coordinators, sheriff's offices, community service providers and departments of human services were interviewed in April - July 2007. A total of 19 individuals were interviewed (16 women and 3 men) in 10 interview settings. The following summarizes the themes that emerged from these interviews.

Crime Trends

Some of the emerging crime trends that were discussed by key informants include: crimes relating to gangs, drugs and alcohol use; crimes against the elderly; and interpersonal crimes.

Gangs, Drugs and Alcohol Use: Many informants believe that there are serious drug issues in Judicial District 5 involving methamphetamines ("meth"), crack, opiates and heroine. Some state that drug activity is on the rise particularly with "meth" and have discussed the presence of "meth" labs. Others state drugs are a serious problem but the trends are fairly constant rather than increasing. It was also noted that youth are very much involved with drugs, drug trafficking and gangs.

Some have linked drug crimes to the commission of other crimes such as theft. One informant states,

"Many crimes are tied to drugs and alcohol abuse. Gang activity [is] increase[ingly] tied to drugs. FBI is involved with local law enforcement. Property crimes [are] tied to drugs."

Problems with alcohol were also mentioned by several informants. Some suggest that crime such as domestic violence is "on the increase which is alcohol assisted." Other informants discussed underage drinking as a problem.

Crimes Against the Elderly: Financial abuse of the elderly is thought to be an emerging problem in Judicial District 5. Fraud committed by relatives or those with power of attorney over the elderly seems to be on the rise and underreported. One informant states,

"Lots of purse stealing and other crimes related to elderly [are on the rise] including financial abuse which is done by family members using credit cards and the like."

In addition, the elderly are falling prey to identity theft which often has little or no remedy.

Interpersonal Crimes: Many key informants perceive an increase in domestic violence, sexual assault and child abuse. One informant discussed how sexual assaults have "doubled

in recent months” and perceives domestic abuse crimes as increasing. Some informants discussed the trend with child physical injuries, sexual abuse and neglect. Inadequate day care, computer pornography drug problems (especially “meth”) are seen as contributing factors. Others see an increase in reports of shaken babies due to increased knowledge about the crime.

Underserved Populations

In key informant interviews those viewed as underserved include non-English speaking victims of crime, teens and the Amish.

Non-English Speaking Victims of Crime: There is a perception that Latinos, the Hmong community and the Deaf community are underserved due to language barriers and cultural isolation. Some services have a small amount of money available for interpreters while some communities do not have enough interpreters available. There is also a sense that these populations do not report being victims of crime very often. For the Latino community it is speculated that lack of reporting is due to some having an undocumented immigration status.

Teens: There is a perception that teen victims of crime “get lost in the shuffle” and that they are not well served. It is noted that there are some services available for teens, but that schools appear to be the best equipped to help teens but do not often offer such programs.

The Amish: One county talked about the presence of the Amish community. There is a sense that this group prefers to keep to themselves. However, there may be some opportunities to set up mutual programs in the future.

Innovative Services and “Wishlist”

When asked what kinds of services victims are commonly referred to for assistance and support, many key informants indicate: transitional housing programs, homeless programs, mental health services, alcohol and drug services, child protection services, victim witness programs, shelters for domestic abuse, sexual assault advocates and churches. Some communities did identify a few programs perceived to be unique or innovative:

- ✓ Low-income family stability and self-sufficiency program (Joining Forces for Families)
- ✓ Police/Latino community partnership which links off-duty community police officers with Latino community members in efforts to support the Latino neighborhood communities
- ✓ Mental health response team
- ✓ Child advocacy centers

On the same note key informants also identified programs and services they wish they had available in their local community:

1. Emergency housing for elderly
2. Prevention programs
3. More mental health, alcohol and drug programs
4. Suicide prevention programs
5. Internet crime prevention programs
6. More crime scene investigators
7. Law enforcement training on victim rights
8. Transportation
9. Juvenile detention center
10. Parenting programs
11. Sexual assault services

Assets key informants wish were available include:

- ✓ Affordable housing

Victim Rights Difficult to Enforce

Most informants discussed the victim rights notification process used in their community and suggested that the notification to victims of their rights is done well. Victim rights materials are sometimes available in various languages, but in some places only English materials exist.

When asked about which rights were difficult to enforce it was suggested that the packet of material that is sent out to victims where a case is being prosecuted has too much material and is overwhelming. It was also suggested that victims need more “proactive” help that goes beyond sending them a packet of information in the mail. Also, connecting with victims when there is no prosecution is seen as a need in this area.

Victims often want restitution, but there is a perception that they will never receive it. In cases where compensation claims are processed, the time it takes to reimburse victims is too long.

In some communities victim notification was said to be done well, while others identified problems notifying victims when the accused is released from jail.

Findings from Unmet Needs Survey Results

Nineteen individuals representing law enforcement, victim/witness programs, human services and community-based victim service programs completed the Unmet Needs Survey in the four counties that comprise Judicial District 5.

Who are Underserved?

Who are underserved?	N = 18	%
Latino victims of crime	16	88%
Victims with mental health issues	14	78%
Victims with developmental disabilities	12	67%
Elderly victims of crime	10	56%

When given a list of potentially underserved populations, District interviewees strongly identified the list above. This list supplements the findings from the interviews and points out a few community groups that did not come readily to people's minds during the interview discussions.

Community Coordination and Unmet Needs

When asked, "On a scale of 1 to 4 with 1 and 2 being 'Not At All' and 3 and 4 being 'Very Much', please rate the extent to which you believe that the current service system..." the following represent the majority **"Very Much"** response. Respondents could also answer "Don't Know" or "Not Applicable".

The current service system...	"Very Much" Response	N = 18	%
Is integrated, that is, agencies are by various means linked together to allow services to be provided in a coordinated and comprehensive manner.	Very Much	15	83%
Shares information about what services agencies currently deliver or are planning to deliver.	Very Much	15	83%
Is characterized by efficient and accurate communication.	Very Much	14	78%
Creates opportunities for joint planning across different types of agencies (e.g., legal, mental health, physical health, public safety, domestic violence, child welfare).	Very Much	14	78%
Can be accessed at different stages of victim recovery process.	Very Much	14	78%
Provides services that are accessible.	Very Much	13	72%
Prevents crime victims from getting lost in the complex system.	Very Much	13	72%
Ensures that agencies have timely access to client records in ways that do not violate client confidentiality and/or rights.	Very Much	13	72%
Provides services that are individualized.	Very Much	12	67%
Provides services that are gender specific.	Very Much	12	67%
Fosters a "big picture" understanding of the service system and the roles/ responsibilities of the agencies that constitute that system.	Very Much	11	61%
Allows differing points of view to exist among organizations.	Very Much	12	67%
Involves crime victims in improving and/or changing services.	Very Much	10	56%
Develops clear community-wide goals and plans.	Very Much	10	56%
Address issues of trauma.	Very Much	9	50%

When asked, "On a scale of 1 to 4 with 1 and 2 being 'Not At All' and 3 and 4 being 'Very Much', please rate the extent to which you believe that the current service system..." the following represent the majority "**Not at All**" response. Respondents could also answer "Don't Know or "Not Applicable".

The current service system...	"Not at All" Response	N = 18	%
Provides services that incorporate non-traditional approaches.	Not at All	10	56%
Provides services that are culturally appropriate.	Not at All	9	50%

Community Assets

When asked, "On a scale of 1 to 4 with 1 and 2 being 'Not At All' and 3 and 4 being 'Very Much', please rate the availability of these community assets," the following represent the majority "**Very Much**" response. Respondents could also answer "Don't Know" or "Not Applicable".

Services and Supports	"Very Much" Response	N = 18	%
Food Assistance	Very Much	15	83%
Recreation/Sports	Very Much	13	72%
Senior Center/Programs	Very Much	12	67%
Low Cost Or Free Clothing, Furniture And Housewares	Very Much	11	61%
Health Education	Very Much	10	56%
Job Training/Job Treatment	Very Much	10	56%
Mental Health Services	Very Much	10	56%
Family Support Center/Services	Very Much	10	56%
Services For Persons With Disabilities	Very Much	9	50%
Substance Abuse Assessment, Prevention And Treatment	Very Much	9	50%
Housing Assistance	Very Much	9	50%
Information And Referral Hotline	Very Much	9	50%

When asked, “On a scale of 1 to 4 with 1 and 2 being ‘Not At All’ and 3 and 4 being ‘Very Much’, please rate the availability of these community assets,” the following represent the majority “**Not at All**” response. Respondents could also answer “Don’t Know” or “Not Applicable”.

Services and Supports	“Not at All” Response	N = 18	%
Early Childhood Programs Like Headstart	Not at all	15	83%
Transportation Assistance	Not at all	12	67%
Support Groups	Not at all	11	61%
Mentoring	Not at all	9	50%
Violence Prevention	Not at all	9	50%
Community Service Learning	Not at all	8	44%
Supervised Visitation Exchange/Exchange Center(s)	Not at all	8	44%
After-School Programs	Not at all	7	39%

District Meeting Findings and Prioritization Survey

Sixteen people representing Dane, Green, Lafayette and Rock counties in Judicial District 5 attended the Priority Setting Meeting on March 5, 2008 in Madison, Wisconsin. The group included two district attorney office victim/witness staff ; five domestic violence or sexual assault community organization staff members; one department of human services staff members; one staff from hospital/health systems; six staff from community organizations such as Parents of Murdered Children, Parental Stress Center/Oasis and Safe Harbor Child Advocacy Center; and one from a sheriff's department. Two representatives from the Office of Crime Victim Services (OCVS) were also present.

An initial meeting was held on December 11, 2007 and five community members attended. Due to inclement weather the meeting was ended after the interview and survey findings were reviewed with the group. This report also reflects the ideas and input provided by this small initial group.

In the first part of the Judicial District 5 Unmet Needs Meeting, the group considered and discussed the interview findings. The findings were presented and grouped into sections including: Crime Trends, Assets, Underserved Populations, Innovative Services and "Wishlist", and Crime Victims Rights.

Crime Trends

The group discussed what crime trends mirror what they see in their work and what is missing:

- ✓ Underreporting for immigrants (documented and undocumented).
- ✓ Economic factors, child care, transportation for immigrants.
- ✓ Economic effects for undocumented people and fear of reporting with this group, too.
- ✓ Bilingual programs.
- ✓ Kids killing kids through drug related issues, auto crimes, gang crimes.
- ✓ Staffing shortages and issues with staff experiencing secondary trauma. Staffing is the same as it has been since 1987.
- ✓ Issues arise with slow court systems and victims waiting for cases to be charged.
- ✓ Parents doing drugs.
- ✓ Mistrust in judicial system (cultural perspective).
- ✓ Inadequate day care leading to stress.
- ✓ Lack of supervision from parents for their children.
- ✓ Consideration of the minority confinement issues.
- ✓ Urban issues are becoming rural issues especially for economic reasons. Many former urban populations are migrating to rural communities and bringing their urban lifestyle and problems.

In addition, the initial meeting yielded the following reflection on crime trends:

- ✓ Cocaine usage may be an issue within rural areas, too.
- ✓ Poverty is an underlying issue/trend.
- ✓ It was explained that pornography has an influence on child abuse because it is so available and common it almost makes abuse OK and creates an environment that fosters abuse. Abuse is perhaps more the “norm”.
- ✓ Murder and violent crimes by guns and other weapons have been on the increase in the past two years.
- ✓ Men as victims should come up as an emerging trend.
- ✓ Same sex domestic violence may have also been missed as an emerging trend.

Assets and Services “Wishlist”

The group indicated that the following should be included on the “wishlist”:

- ✓ Respite center
- ✓ Transportation – how do we get our clients to these assets?
- ✓ Basic economic assistance for our clients
- ✓ Communication between agencies to serve clients better – increasing work load makes this so hard
- ✓ Mental health services especially in our own county – currently clients have to travel to other counties for services, not just in mental health.

The first group added:

- ✓ Trauma response is missing from the community’s vocabulary and sometimes trauma services get lumped together with sexual violence or domestic abuse support. But it should be included separately because it should be encompassed in all services available in the community.
- ✓ Support on the phone, small support groups, hotline information and referral may be assets that need to be worked on.
- ✓ The parent stress line is another asset.
- ✓ Some participants felt that mental health services are not very available. It may be that the services are there, but not readily available, maybe just present in the community or offered in the community. Knowledge of services is not the same as accessibility of services.

Knowledge of services is not the same as accessibility of services.

The first group also observed that volunteer run programs were identified as innovative and that often emerging agencies can be more innovative and grassroots through the nature of their newness.

Underserved Populations

The group reflected on what underserved populations they felt were missing from the

existing list:

- ✓ A local mental health provider for children is seeing more young children with severe mental illnesses. Foster care homes can not be found for these children with severe mental illnesses when needed.
- ✓ Grandparents – primary care givers that themselves have challenging behavior issues.
- ✓ Teens as an underserved population is growing.
- ✓ People without health care.
- ✓ Little boy victims are not served and then they become perpetrators.
- ✓ Families under financial stress are not able to care for children at home.

The first group reflected:

- ✓ Gay, lesbian, bisexual and transgendered communities are an underserved group.
- ✓ Teen housing is also needed.
- ✓ We need violence prevention programs/monies.
- ✓ In terms of what seems approachable, support groups for underserved groups, although maybe neighborhood based groups would work best.

Additional needs that arose included:

- ✓ Training for legal services – better way to service victims.
- ✓ Specialized courts that focus on mindful speedy dispositions.
- ✓ Mental health services do not necessarily translate to trauma services – we need more trauma informed services.


Crime Victims' Rights

The group identified the following immediate needs to assist with crime victim rights:

- ✓ Interpretive services to become a mainstay.
- ✓ More training for translation services – particularly Spanish (dialects).
- ✓ Spanish-written packets for victims.

In addition, the most difficult right to address has been getting offenders to pay restitution. The members of the group reflected that they are seeing more and more trials with no money to help families of the victims attend the trials. One member noted that the dynamic of victimization is exponentially worse when multiple family members are involved. They would like to see training for system professionals about the delayed onset of trauma symptoms and the short and long term effects of trauma. Additional support is needed to help victims with the anxiety they feel in working with the legal system and the investigation process. Finally, community education about the services that are available to help victims is needed as well as efforts to shift societal norms about how crime victims are perceived.

For the second part of the meeting, participants incorporated the interview findings and their reflections into a consensus process to answer the question “What are our



recommendations for 2008 funding priorities for victim services?” The recommendations list appears below and more details are available in Appendix A, page 17.

In a final step to understand the victim services needs in District 5, these emerging recommendations were incorporated into an internet-based survey tool which sought to prioritize the recommendations. Interviewed key informants, participants from the district meeting and all other known service providers in the district were asked to complete the survey. Nine individuals representing all four counties in the district voted to prioritize the needs.

The ranked recommendations were:

1. Immediate Basic Needs for Victims and Their Families
2. Staffing to Meet All Victim Needs
3. Increased Trauma Informed Mental Health Services
4. Expanded/ Accessible Service
5. Youth Prevention and Intervention Programs
6. Develop, Recruit & Retain Staff of Color & Diverse Backgrounds
7. Victims Rights within the Judicial System
8. Crime Prevention & Education
9. Provide Integrated, Holistic Services to Victims
10. High Quality, Affordable & Accessible Child Care

Implications

At the top of District Five's funding priority list is the call to support **Immediate basic needs for victims and their families.** In this recommendation district members seek to address the fundamental and daily needs of victims of crime that are not always directly related to the crime but significantly impact their lives such as access to food, housing, transportation and the ability to "re-start" their lives. The input from the interviews and surveys echo this priority. During interviews and surveys, many community members identified food assistance, low cost clothing and furniture and housing assistance as available assets. These assets might prove helpful in meeting this highest identified priority. However, transportation, affordable housing stock and emergency or temporary shelter were frequently identified as unavailable and a much needed service. In addition, this priority recognized the need for organizations that provide basic support for victims of crime to improve their housing and shelter facilities.

During the district meeting, many members discussed shrinking budgets for services at a time that need for services is growing. This issue promoted the creation of the second ranked funding priority - **Staffing to meet all victim needs.** With support for training and pay increases, District 5 members predicted that victims' needs would be better met with more adequately equipped staff who stayed longer at their jobs. Aspects of this priority can be linked to another identified need in the district - **Develop, recruit and retain staff of color and diverse backgrounds.** Both these priorities recognize that well-trained, financially supported and community-oriented staff are the cornerstone of quality and accessible services. To truly meet the needs of non-English speaking victims, many of whom are seen as underserved in the district, service providers need funding support to hire, train and retain culturally specific staff.

Issues concerning people with mental health needs follow as the third ranked priority - **Increased trauma informed mental health services.** Universally throughout the assessment, victims with mental health issues were identified high among those underserved in the district often because services were not available or had long waiting lists. Many district members indicated that services might be available but victims needed to travel to other counties to be served. Coupled with the need was the acknowledgement of the intersection of crimes often linking alcohol and other drug issues, mental health issues and violence. This priority calls for both mental health and AODA services to be trauma informed, accessible, timely and available for crisis and long term support. Specialized services in this area such as peer-to-peer services and support groups were identified as needed as well as support for professionals who are working with trauma victims.

District 5 citizens would like to see funding support **Expanded / accessible service** for victims of crime. This priority seeks to support new services in smaller communities, bringing the useful assets of other communities to those who are lacking. It further identifies transportation support and additional services for people who are uninsured as critical for expansion of services.

Appendix A

What are our recommendations for 2008 funding priorities for victim services?							
Crime Prevention & Education	Increased Trauma Informed Mental Health Services	Expanded/ Accessible Service	Victims Rights within the Judicial System	Immediate Basic Needs for Victims and Their Families	Staffing to Meet All Victim Needs	Provide Integrated, Holistic Services to Victims	Develop, Recruit & Retain Staff of Color & Diverse Backgrounds
<ul style="list-style-type: none"> ✓ Crime prevention as a priority for law enforcement ✓ Internet crime prevention ✓ Victim impact panels for educational purposes ✓ Drug & gang community education ✓ Educating the elderly on crime prevention ✓ Outreach to culturally diverse communities for prevention & victim services ✓ Primary prevention programs 	<ul style="list-style-type: none"> ✓ Mental health services accessible and timely ✓ Mental health services (crisis and long term therapy) ✓ Trauma response services for victims & professionals ✓ More support groups ✓ Trauma focused AODA services ✓ Peer -to-peer training/ services 	<ul style="list-style-type: none"> ✓ More access to victim services for uninsured ✓ More funding for transportation services ✓ Increased services in smaller communities ✓ Access/ knowledge to or about community resources 	<ul style="list-style-type: none"> ✓ More DA's for sensitive crimes ✓ Reimbursement to victims for court/ investigation purposes ✓ Expansion of the VINE program in WI ✓ Speedy disposition ✓ Training for law enforcement on victimization 	<ul style="list-style-type: none"> ✓ Increased shelter availability ✓ Re-start costs for victims who need new housing, transportation, etc ✓ \$ to improve facilities ✓ Safe ride program ✓ Funding to meet immediate client need 	<ul style="list-style-type: none"> ✓ More training and more pay for staff ✓ More funding for victim services ✓ Training and support services for staff 	<ul style="list-style-type: none"> ✓ AODA & mental illness correlation w/ DV & SA ✓ One door for all ✓ Mini grants for victim partners 	<ul style="list-style-type: none"> ✓ Funding adequate staff and multi cultural staff ✓ Better training and compensation for multi-lingual service providers
Youth Prevention And Intervention Programs						High Quality, Affordable & Accessible Child Care	
						<ul style="list-style-type: none"> ✓ Prevention and response services for youth (boys & girls) ✓ Primary prevention in schools and community 	<ul style="list-style-type: none"> ✓ Child care & respite ✓ Affordable/ subsidized child care

